



Performance Assessment Enhancing Budgetary Decisions

The Department is committed to utilizing the funds it receives from taxpayers through the Congress to produce successful results. To assess performance, the Department employs a *performance management methodology* depicted in the pyramid below. Each of the six components of the pyramid is defined below:

<i>Strategic Objectives</i>	High level, broad categories of action through which the Department will achieve its strategies and performance goals.
<i>Strategic Goals</i>	The Department's long-term goals as detailed in the Strategic Plan.
<i>Performance Goals</i>	The desired outcomes the Department is planning to achieve in order to attain its strategic goals. The Department has thirty-eight performance goals.
<i>Initiatives/Programs</i>	Specific functional and/or policy areas, including programs as defined by the OMB Program Assessment Rating Tool (PART), to which the Department of State devotes significant attention.
<i>Performance Indicators</i>	Values or characteristics that the Department utilizes to measure progress achieved towards stated annual performance goals. The indicators are drawn from bureau and mission performance plans.
<i>Performance Targets</i>	Expressions of desired performance levels or specific desired results targeted for a given fiscal year. Achievement of targets defines success. Where possible, targets are expressed in quantifiable terms. The FY 2003 Performance and Accountability Report reports on how well the Department achieved its targets.

Performance Management Model -Hierarchy-

